

FY 1980 Office of Personnel
Supplemental Budget Requests

Establishment of the Senior Intelligence Service and Merit Pay
Staff consisting of:

1 - GS-16
1 - GS-15
1 - GS-14
1 - GS-08

for a total cost of \$160,000 for FY 1980. This requirement, of course, continues into 1981 and beyond.

The support staff is a new function that is being assigned to the Office of Personnel. This function is gravely critical to the success of the Senior Intelligence Service (SIS). The Table of Organization as stated above is considered to be the bare minimum necessary to initiate all of the activities for implementation and management of SIS. The chief of the staff will report directly to the Director of Personnel and is responsible to the Director of Personnel in his advisory role to the DDCI. Also, it will assist the DDCI and the SIS Advisory Staff (SISAS) on SIS matters. More specifically, it will provide assistance for:

- a. Formulation of Agency policy and uniform standards for the CIA SIS and Merit Pay Systems.
- b. Provide recommendations on the division of monetary resources for awards and stipends and develop guidelines for distribution to member components of the Agency.
- c. Provide executive secretarial services for the SISAS and assist the Director of Personnel.
- d. Maintain close liaison with the Office of Personnel Management on regulations and decisions relative to the Federal Senior Executive Service and Merit Pay.
- e. Develop basic proposals for the Merit Pay System within the Agency, etc.

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Ranked in order of priority are key areas of expansion in personnel operations:

1. Funding for a current state-of-the-art replacement for the obsolete Cardex Wheels used for verifying and monitoring the release of employee information. \$ 35,000
 2. One position for planning to focus on manpower planning in relation to overall Agency objectives. 34,000
 3. Three positions for position classification would permit achievement of the desired three-year cycle in position surveys. 103,000
 4. Four positions for staffing would place additional effort on the Agency's internal job market, recognizing the importance of meshing employee qualifications with job requirements to assure proper placement. 115,000
 5. Two positions for CIARDS administration to process the growing volume of retirees anticipated in coming years. 48,000
 6. Two positions for recruitment to focus on minority recruiting and the priority need for professional inputs for the Operations Directorate. 68,000
- TOTAL \$403,000

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